

PERSONNEL BOARD

June 17, 2004

MEETING

Meeting was held Thursday, June 17, 2004, City Council Chambers, County-City Building, Lincoln, Nebraska.

Members present: Kathy Tabor, Sarah Jones, Maggie Stine, Scott Frogge. Member absent: Ed Wimes. Personnel Department resource staff attending: Karen Eurich.

The meeting was opened at 1:35 p.m. by Chair Sarah Jones.

It was determined the Board could not approve the May 20, 2004 minutes as the appropriate Board members were not in attendance at today's meeting.

Agenda Item 1 was the request to amend Section 2.76.380 of the Lincoln Municipal Code — Sick Leave with Pay. Don Taute of the Personnel Department explained this request was to add the use of family sick leave for employees who are given legal guardianship of persons that are not relatives. It was moved by Sarah Jones and seconded by Scott Frogge to approve the amendment as presented. Voting yes: Kathy Tabor, Sarah Jones, Scott Frogge. Absent for vote: Maggie Stine.

Agenda Item 2 was the request to amend Section 2.76.385 of the Lincoln Municipal Code — Funeral Leave. Don Taute of the Personnel Department explained this request was to better clarify the language as written. New paragraph (c) was language removed from paragraph (b) and separated to clarify that the use of additional sick leave applies to both paragraphs (a) and (b). It was moved by Scott Frogge and seconded by Sarah Jones to approve the amendment as presented. Voting yes: Kathy Tabor, Sarah Jones, Scott Frogge. Absent for vote: Maggie Stine.

Agenda Item 3 was the request to amend Section 2.76.400 of the Lincoln Municipal Code — Leaves of Absence without Pay. Don Taute of the Personnel Department explained this request was to add the exception of military leave to the requirement that employees must use all applicable leaves before going on leave without pay. This is due to federal law which states that employees cannot be forced to use their leave time in military situations. It was moved by Kathy Tabor and seconded by Sarah Jones to approve the amendment as presented. Motion unanimously carried by roll call vote.

Agenda Item 4 was the request for appeal hearing from Charles Williams, Public Works & Utilities - Street Maintenance Operations. At this time Board member Scott Frogge recused himself due to the fact the appeal was for an employee within the department he works, Public Works & Utilities. Board Chair Sarah Jones and Personnel Director Don Taute thanked Scott Frogge for his service to the Board as his term expires the end of June. Connor Reuter represented the City and Gary Young of Keating, O'Gara, Davis & Nedved represented Charles Williams. The proceedings were recorded by Deb Cooley of J.S. Wurm & Associates and are on file in that office. There were 25 exhibits offered into the record. Gary Young made an

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objection to a portion of Exhibit Number 1. A two-page reprimand dated February 17, 2004 was removed from Exhibit Number 1 by Connor Reuter and was relabeled as Exhibit Number 26. Exhibits Number 1 through 25 were then received into record by Chair Sarah Jones. Exhibit Number 26 was not accepted. Witnesses called: Don Taute, Charles (Chip) Williams, Roger Figard, and Leroy Uglow. Following discussion, it was moved by Maggie Stine and seconded by Sarah Jones to deny the appeal. Motion unanimously carried by roll call vote.

Agenda Item 5 was miscellaneous discussion. Chair Sarah Jones inquired as to the status of the summaries from attorneys Gary Young and Connor Reuter as requested by the Board at the March 18, 2004 meeting. Connor Reuter indicated to the Board she would have her summary to the Personnel Department prior to the July agenda being distributed, and she understood Gary Young's summary had already been submitted. Gary Young asked that the item be listed separately on the agenda and not discussed under miscellaneous discussion so he could participate in the meeting. Karen Eurich of the Personnel Department indicated the Board had already requested this to be an agenda item and will be indicated as such on the next agenda.

There being no further business, the meeting adjourned at 6:00 p.m.

The next scheduled meeting is tentatively set for Thursday, July 15, 2004.

Karen Eurich
Personnel Operations Specialist

PC:	Mayor Seng	Jeff Stump, NAGE
	Connor Reuter	Les Helms, ATU
	Joan Ross, City Clerk	Ed Sheridan, LPU
	Mark Munger, IAFF	Dalton Tietjen
	Gary Meier, LCEA	Jane Burke
	Gary Young	Directors